Assessment on Application of Artificial Intelligence in Human Resource Management Practice: The case of Ethiopian Law enforcement Agency

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Abstract

Background: currently the world is constantly becoming prone to technology due to globalization which implies organization s have to stay up to date in order to be competitive.Human resource management in law enforcement agencies is more important than ever, especially with a focus on recruitment, selection, training and hiring of new employees on this areas .Therefore it is the highest importance to consider and evaluate impact of these artificial intelligence technologies might have on the area of human resource management, specifically on new employees recruitment and hiring.

Objective: To assess the Application of Artificial Intelligence technologies in Human Resource Management Practice, particularly in Ethiopia's Federal Law enforcement Agency.

Method: The study will be conducted on law enforcement agencies from Jun to October 20 ,2024.

A qualitative study design will be used and sample data was collected purposively by using an interview methods.

Keyword: Artificial intelligence, Human resource management, law enforcement agencies in Ethiopia

Introduction

Artificial intelligence (AI) refers to computer systems capable of performing complex tasks that historically only a human could do, such as reasoning, making decisions, or solving problems in abroad sense. In the world where competition is rapidly increasing with the development of new technology. Artificial intelligence is used in various departments.

Globally many researchers planned to examine the role of artificial intelligence in human resource management. Specifically within federal Law enforcement agencies. The extraordinary technological developments in the last quarter of the 20th century have brought HRM to an important position to be able to take part in this change process and

Those studies address how Artificial intelligence enables HR Managers to do their jobs quickly and more efficiently by facilitating complex functions. Such as gathering accurate data about personnel and business process, personnel training and recruitment, orientation process, and performance appraisal

This artificial intelligence in the 21st century has managed to become an important research area in almost every field of study and its growing to such an extent that it is difficult to monitor due to the intensity of the studies.

Problem statement

In developed countries, artificial intelligence is growing to such an extent that it is difficult to monitor due to the intensity of the studies done. Though it was widely being done in developed countries, when it comes to most parts of developing countries this is not true because of since artificial intelligence is a new concept.

In Ethiopia, there is a lack of proper study aimed to assess and investigate the application of AI specifically in federal law enforcement   agencies of Ethiopia. So this study is aimed to solve this problem by assessing the application of AI in Federal law enforcement agencies of Ethiopia.

Significance of the study

Global finding revealed that the application of AI simplified the the implementation of activities in human resource management, finance, law enforcement ,in health, in agriculture and in transportation, etc. when this AI application is applied in all human activities it is useful by generating original content , it also simplifies service, production ,quality, time management and safe labor force. So AI is for all at all. In almost every field of study to assess the dynamic and decisive environmental change it brings.

Objectives

General objective

This research aims to assess the Application of Artificial Intelligence technologies in Human Resource Management Practice, particularly in Ethiopia's Federal Law enforcement Agency.

Specific objectives

- To examine the knowledge of artificial Intelligence practices in the federal law enforcement agency in the field of HRM.

- To investigate and comprehend how AI is associated with human resource management and the various processes that are involved in the law enforcement agency.
  To evaluate the performance of the most dominant AI in HRM practice.
  To evaluate the perception and attitude of HR personnel toward adopting AI-based technology in HRM.

Literature review

According to a new finding, 38% of organizations are already using AI at work place and 62% enterprises are expecting to start using AI very soon globally.

The same study showed that 33% of employees desire that their work place will become integrated with AI in the coming future.(Bhardwaj,2018)In addition international HRM is projected to touch $30 billion by 2025.(BhardWaji, 2018)

According to another studies, AI has progressed rapidly during previous ten years. With the intention of transforming society by AI, the Japanese cabinet announced an ongoing programmer called society 5.0.(Mohture,2023)

Artificial intelligence application on Human resource management

Artificial intelligence is seen replacing routine jobs in HR functions with less intervention by human.AI is observed to perform better than humans by replacing turnover rate and raise talent retention. (Bhard way, 2020).

The study conducted on IT Company in Chennai demonstrated that the employees are totally having a positive perception towards the AI technologies and employees didn't perceive AI system as a treat to them.

The study carried out by DariaFagerli in 2018 stated "Various perspectives on the consequences of Artificial intelligence for our professional life" has recommended new laws and regulations ensuring that AI processes does not harm society in general on political perspective and has advocated that everyone ought to gain digital knowledge on personal perspective.

A study conducted by Philipp stein, 2024 showed that Women and older individuals hold more negative attitudes towards AI than men and younger individuals respectively.Te higher a person's openness and consciousness for experience, the more positive attitudes they hold towards artificial intelligence in human resource management..

Methods

Study area and setting

The study will be conducted in Addis Ababa on law enforcement agencies Addis Ababa is the capital city of Ethiopia. It has about 4 million inhabitants. It is the center of about 3 subdivion of law enforcement agencies nationally.

Study design and period

Qualitative study design will be used. The study will be carried out from June 20, 2024 to October 20, 2024 on law enforcement agencies in Addis Ababa**.**

Sampling method

Purposive sampling method will be used to conduct the study.

Sampling procedure

In this study the researcher will be used stratified purposive sampling design. Because the researcher believes that it is necessary to include detailed pictures of particular phenomena in every subdivision of respondents from FLEA.

Data collection method

The researcher will collect the data through interview. The main method of data collection for this study will be an in-depth interview assisted by questionnaire. The reason interviews were chosen was because interviews would allow for specific insights in the FLEA on a personal level where the opportunity to reach out to gain additional information would be possible.

Once qualitative data is gathered with sufficient time to carry out analysis and transcription in detail, it will give better insights to the topic of this thesis compared to that of quantitative data. The institution used in this thesis will be chosen based on their work within the area of artificial intelligence in the selection, recruitment and hiring process.

The researchers will interview six experts of the institutions through direct checklist assisted oral interview about the technology used at work. Six semi-structured interviews will be conducted since the aim was to gather opinions and experience about the impact of artificial intelligence in recruitment from experts within the field of human resource.

Data analysis and interpretation

Data will be analyzed and interpreted by using qualitative method to search for general statements from the relationships among the collected data.

The method that was chosen to analyze the data which was thematic analysis. This method was chosen based on the initial research paradigm of interpretivism, as thematic is a well fitted method for this paradigm.

In case of data coding, To apply the chosen method for data analysis, the 6-steps thematic analysis process by Braun and Clarke will be adhered. This model is described step by step.

Initially the data gathered from the interviews will be transcribed into a written form, listened and read several times.

Then the second step includes generating initial codes from the collected data. The first-set codes will be such as Knowledge, perception and attitude traditional recruitment, artificial intelligence, affectivity, time management, technology, automatization, talent acquisition and human resources.

In qualitative research it is important to be able to convey the validity and reliability of the conducted research. In order to have an appropriate balance with validity and reliability, it is important to have an organized description of the research process and hence this thesis process is described as accurately as possible.

When it comes to reliability and the repeatability of the finding, it was noticed that with the sufficient number of interviews, the same message and points started repeating over and over again in the interviews.

Ethical consideration

For the research to be reliable, the trust of interviewees is important.

For confidentiality of the interviewees, their identity, insight and opinions will not be unveiled and the information received during the interview will be handled carefully.

Therefore, in this research, all interview participants are referred as 'experts' and no names of the interviewees or their companies are unveiled to protect their integrity.